



HAVE PLANS, WILL TRAVEL

The following New Haven officials have decamped in the past few months:

Joel Cogen - Director of Redevelopment (he took two top assistants with him)

Ralph Brown - Cogen's Deputy

Frank Chapman - Architect in City Planning Department

Albert Landino - City Engineer
Louis DeLuca - Administrative Assistant to Mayor Lee (now works for Yale)

Samuel Kaplan - Director of State Street Project

Harry Skinner - Director of Department of Traffic and Parking

Ernest Osborn - Director of Hill Redevelopment Office (now works for Yale)

Lawrence Spitz - Director of CPI
Peter Almond - CPI, the Hill (now works for Yale)

Isadore Wexler - CPI, Departmental Specialist

Elizabeth Wright - Board of Education, Director of Curriculum

Karin Cook

Is the Model City a sinking ship?
These 'experts' seem to think so.

AIM

Editorial Staff
Ann Austin
Rose Brown
Liz Henderson
Rick Heister
Peter Rose
The bulletin of the American Independent Movement will be published every two or three weeks. Letters to the editor are welcome. Subscriptions to the AIM newsletter cost \$2 a year, \$5 for a sponsoring subscription. Make out your checks to AIM Newsletter and send to AIM
241 Orange Street
New Haven, Conn. 06510.
For information write or call 787-0123.

HILL CAMP NEEDS YOU

(Note to our readers: Last summer many of you gave very generously of your time, talents and money to help make the Hill Parents Association Day Camp the success that it was. This summer, the HPA is joining with many other groups from all parts of the Hill Community in sponsoring the HILL ST. JOHN DAY CAMP. We urge you all to support this new camp.)

The Hill St. John Day Camp, Inc. is situated in Durham, Connecticut, 40 minutes from the central office in New Haven at 552 Congress Avenue. St. John Divine Baptist Church donated a 40 acre plot to the camp. It includes a swimming pool, chapel, outdoor pavillion, and kitchen facilities. The camp is interracial and nondenominational and is run by neighborhood leaders and members of the Hill community. Approximately 350 children, aged 3-15, from the Hill will be attending camp for 9 weeks starting July 1, 8am to 5pm, five days a week. The camp is free to all campers: transportation will be provided to and from Durham and a light breakfast, hot lunch and afternoon snack will be served to all children. Each child will have a complete physical examination during the course of the summer and a nurse will be on duty at all times at the camp.

The staff of approximately 60 are hired from the adults and teenagers of the Hill community and will be supplemented by volunteers in specific programs. The camp plans a full recreational and sports program as well as educational and religious instruction. There will be classes in Spa-

nish and African culture and in the Spanish language; the religious program will be nondenominational and center around general religious themes, for example, God is love, which will be illustrated through arts and crafts projects.

Rev. Daniel Collins will be directing the camp. Registration will be at the Hill St. John office, 552 Congress Ave., 787-5168.

CONTRIBUTIONS AND VOLUNTEERS ARE NEEDED:

Volunteers--to teach swimming, Black history and arts and crafts, to run sports and games, to tutor, to help with construction. A qualified Life Guard is needed. A secretary to work in the Congress Ave. office is URGENTLY needed. Contributions--MONEY (the budget is \$114,000-\$56,000 still to be raised), arts and crafts supplies, food for breakfast, lunch and snacks, all kinds of supplies from toilet paper on up, a bull-dozer, a tractor, a pay-loader, a back-hoe for one day. All contributions large or small are welcome. Just call 787-5168.

GENERAL MEETING

3 dance pieces by JOAN STONE

'The New Haven Register'
'When the Landlord Left...'
—discussion—
'Downtown'
—discussion—

Monday, July 29 at 8:30 P.M.
Mishkan Israel Social Hall
785 Ridge Road, Hamden

Phone the AIM Office, 787-0123, to reserve seats.

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HILLHOUSE BLACK STUDENTS UNION

THE BLACK STUDENT UNION AT HILLHOUSE - AN INTERVIEW WITH ELISE BROWN

Elise Brown was a junior this year at Hillhouse High School. She helped to form the Black Student Union, and has acted as secretary during the past year. In talking with her, AIM hoped to find out how the Black students see their organization and how they feel about the events that have taken place at Hillhouse this year. (See AIM NEWSLETTER, VOL. 2 #12, p. 7, for Black Student Union demands.) Elise made one thing clear at the beginning - there has been little time to stop and reflect upon what has happened. At the present time, 23 Black high school students have been arrested and are being tried on charges of conspiracy to commit arson. Many of them have been active in the B.S.U. Elise prefaced her remarks by saying: "If you really want to know where my mind is, my heart is--it's over there in the court room with my brothers and sisters."

Q: What is the Black Student Union, and how was it formed?
A: The B.S.U. is a group of Black students at Hillhouse High School who got together initially because we all felt that we were being oppressed, that things were being done to us that shouldn't be done, and that Black Students in general were not being dealt fairly with. It was formed in the last school week in December, right after the first riot. There were all kinds of students involved...some very militant, some who get very good grades; in all, a diversified group. We got together and drew up a paper stating our position and those demands that we felt should be acted upon in order to alleviate the problems at school.

Q: Did your demands have to do with specific things that had caused the riots?
A: Yes, like discipline. Black Students were punished more severely than White students. If a Black student had been known to walk the halls, and if he was caught walking the halls, the principal or the vice-

principal would say "Go home" and just show him the door without calling his parents. When a student is suspended his parents are supposed to be notified right then and there. This is the kind of thing they would do.

Another of our demands was for an Afro-American History course to be taught by a Black teacher. This was so we could become more acquainted with ourselves and our past, our cultural history. We felt that this would make for more solid individuals.

Q: What other problems did you talk about in the paper?
A: Well, we covered curriculum, after-school activities, really just about everything that pertains to school life. One thing that we asked for was a new election of the Student Government. There were 33 Black members of the Council, and 34 White members. The meetings were held after school, and a lot of Black students have to work after school, either for financial reasons, or just because they want to work. And, like, when the meetings were held after school, the Black kids couldn't come, and so the alternates were sent, and they were White. What really amazes me about those meetings is that the representatives who come, they don't talk about the general feelings of the kids in their home rooms; they don't even talk to the kids in their home rooms about things; they just come and give their own opinions and their own ideas. This is wrong. If I only bring my own ideas and my own feelings, then I'm only representing myself. This is what these kids do.

Q: What did you talk about in Student Council meetings?
A: Nothing really spectacular--fund drives, dances, etc., but none of the real problems or issues in the school. And in fact, when the B.S.U. drew up its report, I asked the Student Council advisor if I could read the report to the Student Council, or if I could get copies made and give one to each council member to read in his home room. This would benefit not only the

Black students who didn't know what was going on, but the White students as well, because things we were asking for would benefit them too. And she said 'No, they'd be afraid of what you have to say because you talk too powerful, and you would frighten them.

Q: What did you do with your report?

A: We brought it to the Board of Education in an open session. They gave us, oh, about half an hour, and we read it and explained things. For instance, we had to clarify that demands didn't mean that we had to have a certain thing or else we would retaliate. It meant needs--like when there is a big demand of accountants, that kind of thing. Then we asked them to notify us in 30 days of what they had to say. Finally, within 30 days, in fact on the last day, they published a little report pointing things out which corresponded to our demands and trying to please everyone, all the parents' groups and committees which had formed. Most of our demands they answered in a round-about fashion, but they seemed to pacify everybody. Of course, the day before that was the February riot.

Q: Why did that second riot happen?

A: The thing was, there was a lack of communication. The people on the executive board of the B.S.U. knew when the Board of Education was going to reply, and the rest of the kids had a misunderstanding about it. Nothing had been done during the 30 days, nothing. In fact, it seemed like things got worse because people, teachers, administrators just immediately turned off when you needed to talk to them. We could just feel the intensity of the feeling building up in the students. Some of them were ready to burn down the school. So we went in to talk to the principal, and we said, 'Mr. Seretny, if we don't get to communicate with all

b.s.u. cont.

the Black students in the school, something is going to happen.' And he said, 'Well, that's your problem. You take care of it.' Then we asked if we could please have an assembly in the auditorium, all Black students with Outreach workers, and different people there to supervise it. He then said no, that we couldn't call an assembly in the middle of the day. But, as I mentioned before, we couldn't have had it after school, because so many people work or just leave. So then we asked if Ronnie Barnes could go on the loud speaker just to read the program we had drawn up, talk about the deadline, and where we would go after the Board of Education replied. That was refused, too. On the last day, those of us on the executive board went out into the halls, and we said, 'Keep cool, man, to the students. But they were so mad that they would say, 'Shut up, lemme alone.' The halls were full, and we could tell that something was bound to happen. So we said to the White kids, 'Listen, go home. We don't want you to get hurt because whatever happens, it's not against you.' Most of them did, and then it happened. Those of us on the executive board really blame that uprising on the school administration. There was an absolute necessity for communication, and it was never allowed.

Q: Let's go back now to your list of demands; what kind of reply were you given by the Board of Education?

A: For one thing, they said that they would institute an Afro-American history course next year. They didn't tell us what kind of teacher we would have, but it turns out that it will be a Black teacher. As of now not too many people have signed up for the course because a rumor went around that there would be a White teacher, but I guess that it will be all right now.

Q: I thought that there was already some kind of Afro-American history

course being taught.

A: There is. It's three days a week and non-credit. At first we had a guy who's from Yale graduate school. He resigned because he felt that the problem was so great that people needed to stop talking about it and start doing something about it, and he felt that he could deal with it better outside of the school's jurisdiction, if he was not affiliated with the school at all. While Brother Howie was there, there were about 35 people in the class. All the desks were filled up, and people had to sit on the cabinets. Everyone would listen, and no one would say anything. He would run down a little bit of the history and then we would have a discussion. This was really good. People would wait their turn, and he would call on them. To me it was the ideal classroom. We were learning things there. And, like, he didn't force anyone to read anything. He would say, 'You can read these pages if you really want to know about yourself,' and everyone would read them. He brought in some documentary albums, Malcolm X, and others; we listened to some jazz, too, and talked about Black music. That was a beautiful class.

Q: What happened after this teacher left?

A: After about two weeks they found a 'proper lady'. The first day she came in there she had this attitude about the students, that we were all super-militant, that we didn't know how to behave. She came in there and said, 'I'm going to teach you one thing this year, and that is how to respect people.'

Q: Was she a Black woman?

A: No, she was a Negro. It was her attitude that turned everybody off. People would mumble, and she'd say, 'All right, get out.' So a lot of kids walked out. Now there are only about seven kids who come to the class.

Q: What other things have happened

as a result of your report to the School Board?

A: They have given us a Black principal, Mr. Pleasure. I really don't think that there will be any more disturbances at Hillhouse next year, because aside from being a Black principal, Mr. Pleasure is a good man. People have to respect him, not because he is Black, but because he is fair. What's nice about him is that he will go out into the halls and talk to the students, and he can laugh. He doesn't feel threatened by us. On the other hand, when we were asking for that assembly before the second riot, the principal said to us, 'You know all those people I've been meeting with (I guess he meant parents groups), why that's half of the Woodbridge Country Club. You can't do anything against them.' That cooked us so much. Why we know we have it all over them. Their money don't mean nothing. When he said that I felt that he was dealing with us like we weren't human beings, and all because of his own fears.

Q: Could you talk some about how you think that Black Students feel about this past year, what you have learned?

A: Well, as far as academic education is concerned, I don't think we've learned that much. I think socially, we've learned a lot about life and a lot about people, and that's more important than any kind of book learning to me. This will weigh heavy on our minds, on all the students, and I think that this is the most important, that we are learning to communicate well with each other. After the disturbance, kids talked more, Black kids with White kids, because they wanted to know why. And you know, that's beautiful.

Of course, there are still people who are turned off by Black people and don't want anything to do with them, but they've been brainwashed. Almost everybody has, by all the propaganda that you hear on T.V. and all the things you are told from the time you are a little child.

cont. p. 10

RING AROUND THE RING ROAD

The Redevelopment Agency is required by federal law to show that there has been some sort of citizen participation in every neighborhood plan in order to be eligible for federal money. The Dwight Area Association, an organization of residents of the Dwight neighborhood (with boundaries drawn by the Agency), was set up to meet this requirement. Representatives of Redevelopment's Dwight Project Office spent many hours at meetings this past winter going over details of the Dwight Plan Amendment for the members of the Association. At the meeting on February 20th, 1968, the Amendment came up for a vote.

But before voting approval of the Dwight Plan Amendment, the members voted for several amendments to the Amendment. The most important amendment was to Section 302a; it clearly stated the Association's total opposition to the Ring Road. The vote was 37 for the 302a amendment and one against. The Redevelopment Agency ignored this expression of neighborhood sentiment. We reprint here State Representative Robert Oliver's letter to the Department of Urban Development (HUD) revealing that the Redevelopment Agency deleted the amendment to Section 302a from the version of the Dwight Plan Amendment which it sent to HUD. If this deletion was an oversight, it is a very serious one. If it is intentional, it makes a complete farce of citizen participation in New Haven Renewal.

June 10, 1968
Mr. Charles J. Horan
Assistant Regional Administrator
for Renewal Assistance
Department of Housing and Urban
Development

Dear Mr. Horan:

I write regarding the submission on May 7, 1968, by the New Haven Redevelopment Agency of Part I of the Fourth Amendatory Application for Loan and Grant for the Dwight Project.

As you know, this Fourth Amendment to the Dwight Renewal and Redevelopment Plan has not received a public hearing prior to formal Redevelopment Agency approval nor has it been submitted to the New Haven

Board of Aldermen for a public hearing and Board consideration. Accordingly, the document at most merely is a conception of the form which the Redevelopment Agency planning staff would like to see the Dwight Renewal project assume.

The Redevelopment Agency proposed to seek public discussion of the Amendment at a neighborhood meeting of the Dwight Association on February 20, 1968. At that time, an amendment was offered to Section 302a of the Fourth Amendment, setting forth a statement of neighborhood policy opposing 'as destructive to the values of the Dwight neighborhood, the development of an inner-circumferential highway facility through the Dwight neighborhood and, specifically development of a six lane road on or near Howe and Dwight Streets.' The Association voted overwhelmingly to incorporate this statement, a copy of which I enclose, in the Fourth Amendment. As review of Section 302a of the Plan mailed to you reveals, the Agency has seen fit to omit this Amendment, thus disregarding this expression of a deeply felt neighborhood commitment against the so-called 'ring road'.

The Fourth Amendment, as submitted to you, contains several vital changes which were not revealed to the Dwight Association in February: In Section 302b, Street Closings, the realignment of Dwight Street between George Street and Legion Avenue is deleted and Dwight is proposed to be closed between Legion and George, thus reinforcing an apparent Agency wish for a single six lane bridge over Route 34 at Howe Street. In Section 302d, Street Widening, Howe Street is proposed to be widened between George Street and Legion Avenue, again apparently in line with this thrust toward a six lane inner-circumferential highway through the Dwight neighborhood.

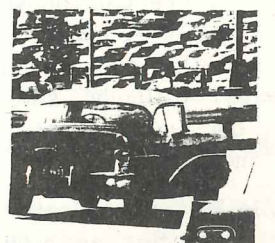
You might wish to know that the expansion of the boundaries of the project into the block bounded by High, Chapel and York Streets was not shown on maps of the proposed project boundary line changes exhibited at the February 20, 1968, meeting or theretofore. The purpose, of course, of including the site of the Yale Mellon Art Gallery within Dwight is to receive credit toward local non-cash grants-in-aid under Section 112 of the Housing Act for

Yale expenditures, and this is certainly laudable from New Haven's point of view. However, the whole of the block (except certain properties included in the Oak Street Project) is added to Dwight, not just the Mellon site, and no public discussion has ever been held on Agency intentions toward the remaining portion of the block appended to Dwight.

Note that no document setting forth these and all the myriad of other modifications proposed by the Fourth Amendment was available on February 20, nor has any such document subsequently been made available to the Dwight Association. I received a xerox copy of the Amendment on May 31, 1968, only after a personal request to Charles I. Shannon, Executive Director of the Redevelopment Agency.

Given the lack of public hearings and Aldermanic consideration, the deletion from the Fourth Amendment of the policy statement on the inner-circumferential highway, the undisclosed street closings and widenings, and the irregular circumstances surrounding the addition of the so-called Mellon block, it would seem premature for any Federal commitment to be issued on the basis of the document submitted to you on May 7, 1968. I would respectfully request that you return the Fourth Amendatory Application to the New Haven Redevelopment for their review with instructions that the Agency submit the Amendment to the orderly course of public hearings and formal consideration by the New Haven Board of Aldermen. I fear that HUD approval of the Amendment now prior to local public hearings and New Haven Agency and Aldermanic approval would be an unfortunate circumvention of the process of public and legislative participation in Redevelopment planning and might jeopardize public confidence in the administration of the Federal Urban Renewal program.

Very truly yours
Robert G. Oliver
Representative 104th district



ALDERMEN ATTACK TRANSPORTATION CRISIS

6

An opportunity is open for the people of New Haven to say NO to the super-highway and to readjust the city's priorities from highways to housing. Alderman William Rees has proposed to the Board of Aldermen's Transportation committee three important bills to be considered by the entire Board very soon. These bills would reverse the present emphasis on highways by creating a Mass Transit Authority for Greater New Haven and by initiating serious exploration of mass transportation alternatives for carrying people and goods. One bill specifically calls for decreasing the design speed, and thus the width too, of Route 34 from 70 to 45 miles an hour. This will reduce the land necessary for this highway from 44 acres to 16. This bill also puts the Board of Aldermen, who by law have sole authority over street and highways, on record against the East Rock Connector and the Ring Road.

It is important that we support the Rees bills. We print them here in full for the information of our readers.

1. WHEREAS, it is unsatisfactory to redesign the City of New Haven to accommodate increased levels of transportation to and within the City by means of the private automobile;

And WHEREAS, the proliferation of highways and parking garages not only has become exceedingly burdensome to the taxpayers but also has caused the dislocation of thousands of persons and has caused the disruption of many neighborhoods in New Haven;

And WHEREAS, under Section 46 of the Charter of The City of New Haven; 'The Board of Aldermen shall have sole authority over all streets and highways, including sole authority to lay out, make, or order new highways and streets...'

And WHEREAS, automobile transportation intensifies air pollution and thus presents a health hazard;

Therefore, BE IT ORDERED THAT:

1. There be no six lane inner-circumferential ring connecting Route 1-91 with Route 34;
2. That there be no six lane bridge with an 18 ft. median over Route 34 connecting Howe Street and Howard Avenue;
3. That there be no exit from North Frontage Road to Howe Street nor from Howe Street to North Frontage Road;
4. That there be no connector through East Rock Park;
5. That there be no relocation of Route 10 through West River Memorial Park, Edgewood Park and/or West Rock Park;
6. That there be no six lane highway on Columbus Avenue;
7. That the section Route 34 through New Haven be redesigned for a design speed of 45 miles per hour; that there be no 80 ft. median divider; that there not be 80 to 100 ft. sloping banks separating the road from the neighborhood; but rather vertical supporting walls;
8. That there be no extension of North Frontage Road to the Boulevard.

Creation of Mass Transit Authority

WHEREAS it is in the interests of the City of New Haven and of the Greater New Haven Metropolitan region that methods of transporting people and goods be maintained in a swift, efficient and inexpensive fashion;

BE IT ORDERED THAT there be created a New Haven Mass Transportation Authority, consisting of seven individuals, appointed by the Board of Aldermen serving for a period of five years on a rotating basis (to begin with, two shall serve for five years; two for four years, one for three years, one for two years, and one for one year, each position then to be filled for five succeeding years), who shall have some experience with transportation problems but who shall be non-political, non-partisan, and non-paid.

AND BE IT FURTHER ORDERED that the authority shall have the power to plan for the development of efficient inexpensive and swift methods of transporting people and products, as an alternate to but not necessarily as a substitute for the private automobile; to plan for the development of a Mass Transit Center which will be a single facility to serve as a passenger terminal for railroad, bus, taxi and possibly helicopter service; to plan for the ownership and maintenance of Shuttle Buses and of long distance buses and of train buses to make use of abandoned or soon to be abandoned railroad rights of way.

AND BE IT FURTHER ORDERED that the Mass Transit Authority would petition the General Assembly of the State of Connecticut for the power to issue bonds, subject to the approval of the Board of Aldermen of the City of New Haven, to acquiring funds to initiate recommendations made as a result of these studies, recommendations which must be approved by the Board of Aldermen of the City of New Haven.

APPLICATION to FEDERAL GOVERNMENT for FUNDS for MASS TRANSIT STUDY

WHEREAS, it is improper, unhealthy and exceedingly costly to design the City of New Haven to accommodate transportation by the private automobile exclusively; And WHEREAS, it is desirable to study alternate modes of transportation;

And WHEREAS, the Federal Government has made funds available for such a study;

BE IT ORDERED that the City of New Haven prepare a comprehensive transportation survey, by an independent professional Transportant Consultant or consultants, which may require an expenditure up to \$300,000,

AND BE IT FURTHER ORDERED, that the City of New Haven make immed-

iate application for grants of up to 2/3 of that amount, under the Housing Act of 1961 and also under the Urban Mass Transportation Act of 1964;

AND BE IT FURTHER ORDERED, that the consultants be instructed to study the feasibility of constructing a Mass Transit Center at the southern corner of State and Chapel Streets, or any other location that is more suitable; a study which would cost up to but not more than \$100,000 and which would consider the feasibility of one structure, either publicly or privately owned, which would encompass in one structure a new railroad station, a bus terminal for all lines of long term and of short term bus service; a taxi depot; and a helicopter port.

BE IT FURTHER ORDERED that a consultant be hired to study the cost of converting abandoned or soon to be abandoned railroad rights of way for public and/or privately owned Train-bus service; and also to study the feasibility of municipally owned buses for long term and/or short term bus service in New Haven; both studies and the implementation of the recommendations of them to cost up to but no more than \$100,000.

BE IT FURTHER ORDERED that funds up to but not more than \$100,000 be made available to construct adequate and appropriate bus shelters and to print comprehensive bus schedules and bus route maps; and to study and to implement an inner circumferential bus route connecting the hospital with the radial bus routes.

AND BE IT FURTHER ORDERED that the supervision of such studies be undertaken by a New Haven Mass Transit Authority if one is in existence at the time of application, otherwise by the New Haven Traffic Authority.

RUMOR ?

The following is a letter AIM is sending to the Board of Aldermen:

OLD NEWS:

POOR ROUTED IN WASHINGTON

HUNDREDS JAILED— CAMP DESTROYED



July, 1932— Troops under the direction of Generals Douglas MacArthur and Dwight Eisenhower drive impoverished veterans and their families from shantytown in the nation's capital. The unemployed veterans, symbolic of millions of destitute Americans, had tried to obtain immediate payment of their

bonus certificates. Congress, which has refused to confront inequality and poverty in the nation, rejected their demands, and orders were given to the Army to evict the marchers who remained. General MacArthur declared the veterans were 'a mob...animated by the essence of revolution.'

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Please let us know if you are leaving for the summer or changing your address!

It has come to AIM's attention that Trailways would like to vacate its present terminal at the corner of Church and Grove Streets. Rumor has it that Mel Adams has offered them a site near the Olive-State Street intersection. It appears to us that this is a less-than-ideal location with inadequate access to the main highways in and out of the city. The area of the proposed transportation terminal, near the Greyhound bus terminal, near the railroad, nearer the main lines of the city bus system and the interstate highways, certainly is more promising. AIM strongly urges the Board of Aldermen to look into this matter.

YALE EMPLOYEES' STRIKE: THE SETTLEMENT

by Vivienne Brown

On Tuesday May 7, agreement was reached between negotiators from Yale and the Federation of University Employees, Local 35.

At a meeting on May 8, the Yale employees voted by 374 to 264 to end the strike begun on May 2. The New Haven Register quoted the Yale Business Manager, John Embersits (the pact incorporates 'all of our objectives'), and Union Attorney Moss Schenk ('I believe we have an excellent contract'); it ignored the sizeable opposition to the settlement; and it listed all the new conditions as 'major workers' gains.'

These gains were listed as: three yearly wage rises; a 40 hour week, with overtime pay at time-and-a-half for Saturday and Sunday, except for about 250 workers whose work weeks regularly span the weekend (they will get bonuses of 10¢ per hour Saturday, and 15¢ per hour Sunday); job reclassification; a cost of living clause; an improved Blue Cross Plan; 2 additional holidays; and extended vacations for those with over 15 years service.

For most people, that was the whole story and the strike could be forgotten: so it was even for the Chief Steward of the Union, Thomas Pechinsky, who refused me an interview after hearing that I had spoken with some janitors. He said, puzzlingly, that he would not take part in a cross-campus survey, and told me I could get all the information I needed from the 'Register.'

Clearly, this was not the whole story. In fact, the contract represents a tremendous victory for the Yale management, who conceded nothing important in the negotiations, and incorporated into the contract their plan for a radical reorientation of management

policy. The (in their words) 'revolutionary' program attacks the present labor structure at three points:

1. The most important issue for Yale, the result of a reassessment of their long-term economic interest, was a new commitment to retain a stable force of skilled men, by offering terms which would compete favorably in the marketplace.' The job reclassification provisions in the contract revised 77 job assignments into 17 Labor Grades, with a steeper gradation of skill, so as to award higher incentives at the top than was possible under the old contract. The strike was instigated by a group of skilled workers over this provision, which threatened them with demotion from the top of the salary scale, and gave Yale too much discriminatory power. (A note on the treatment of women at Yale: the highest job a woman can reach is Head Waitress, Labor Grade 4— Grade 1 is the bottom— at \$2.16 an hour.)

2. Wage rates are tied into this new policy, because Yale has made the lower grades pay for its higher wages for skilled labor. The 124 employees in the top four grades now receive an average of \$3.72 per hour, which is an increase of 22.4%. The 540 employees in the bottom four grades, who constitute about 56% of the total labor force, now receive an average of only \$1.92 per hour, which is an increase of only 6.7%. This wage is 88¢ behind the hourly rate paid to janitors in the City of New Haven. Yale has also turned the apparent concession of a shorter working week against its employees by cutting off all overtime work since the strike. Some men told me they are losing up to \$10 per week on the new contract. Under these conditions, and with a current rate of inflation at 4% per year, it is unlikely that any of the low-grade employees will keep up with the cost of living. There is a cost of living clause in the contract, but, as the management puts it, this is only a hedge against inflation and does not keep pace with the cost of living. In any case, the hedge is already inadequate. This year, a Grade 1 janitor will receive \$3785: in 1962, the feder-

al government said that the poverty line in New Haven for a family of four was \$4000.

3. Yale gained important concessions in the area of general powers of control over employees: a three-year contract in spite of the Union's demand for an 18 month contract, and, for the first time, a 'No strike' clause, which removes the only effective power the Union had to back a grievance. Management also holds the power of promoting skilled men in the newly differentiated grades.

The strike changed nothing in the crucial areas of the contract, and brought only minor changes in sections dealing with additional benefits, which might have been conceded anyway.

It is very unlikely that anything else could have been won since union and management negotiators had already agreed on the wage and reclassification sections of the new contract before the strike began. Until the strike, the union leadership over-rode the interests of the skilled men on the issue of job reclassification, but was forced to concede to strike action against the Yale plan when a group of skilled men took over the union meeting on May 1st. This shows up the union leadership's role during the strike as both weak and also very ambiguous. The main danger it faced last year was the threat from skilled men that they would join another union. It seems clear that the interests of Yale and the union leadership coincided in that Yale wanted to 'compete in the marketplace', whilst the leadership wanted to avoid defections and agreed to Yale's policy of screwing the low-grade workers to buy off the skilled. At the same time, it led strikers, students and faculty to understand that it was fighting for the low-paid worker against the inadequate wage offers made by management.

It seems that the interests of the less
cont. p. 9

strike cont.

skilled workers were never properly represented during the whole course of the negotiations. The union was pushed to strike by skilled workers over the issue of job reclassification. But at no time was an adequate living wage for all Yale employees a central demand of the negotiators. Other demands essential to their security also went by default. The employment of students on campus was mentioned at an early stage in the discussions, but demands to limit their employment were not pressed.

The management's reply to this demand was that, with its new open admissions policy, it had to make jobs available for the large numbers of less wealthy students who are now coming to Yale. A group of janitors on the old campus told me that students are now working on weekends instead of just during the week, as they did before the strike, so as to avoid paying the men overtime rates. The union made no attempt to restrict the recruitment of new employees by Yale, nor the use of contract labor. One janitor said that outside garbage collectors had been brought into clear away the backlog after the strike, instead of allowing Yale employees to work overtime.

That this is the best contract to date indicates how weak this union has always been: in previous contracts, even the lower grades have received lower raises than this time. The union has allowed Yale to follow pay standards for Connecticut private schools (Yale is the only one which is unionized), and to ignore the competitive wage for the area. The leadership has a bad record of communication with its rank and file, and seems to be more in touch with management than with the men. Pechinsky's reason for refusing to see me seems a good indication of their equivocal position.

The employees, especially the janitors and maintenance men who got the

worst part of the bargain, have no illusions about what happened, and no confidence in their power to change the situation: none had had any experience of successful union organization. Only some older men, especially those who spoke very little English, said they were satisfied. When pressed, one explained, 'Well, put it like this—I'm not used to having much money', and added that it was difficult to get another job because of his age. I don't know whether his assessment of his job chances was correct, but it is certainly an attitude which the management takes advantage of. Of the higher grade men, many were particularly unhappy with the grading system, because it leaves so much power to management. Most employees spoke with said they had not got a fair deal either in terms of money or in terms of work, and many said they were losing pay under the new contract. They were very resentful of the uneven distribution of wage raises. They were especially angry that Yale has withdrawn all overtime work since the strike. They know that Yale could pay them, but, as one man put it, 'They have the power to do as they like.' One man in the Housekeeping Dept., who thinks that the bosses always win, said that, however, most of the men thought that they would have got better terms if the strike had continued for another week.

I was given many reasons for the end of the strike, but foremost were first, the lack of student support; second, the announcement just before the settlement that there would be no strike pay (I don't know the reasons for this); third, the pusillanimity of many of the women employees (who are brought up to think they have no rights anyway); and lastly, the voting procedure at the final meeting on the settlement. One Physical Plant worker told me, 'It was jammed down our throats by the union.' A janitor told me that the Taft Hotel room at which the meeting took place was so small, that he had missed the discussion, and had only got in to the room to vote. He

said that the wording of the vote had been misleading.

There was as much resentment against the union as against Yale. One man said it does nothing but collect dues, and another said that the lawyer had been bought off: 'He's on the money side.' I was told that he has already been asked to leave, but is protected by his contract, which runs for another year. There has been a lot of discontent expressed at union meetings since the settlement, but apart from the possibility that the leaders would be changed at the coming election, no one could suggest any other action that might be taken as a result of the widespread discontent.

The confrontation of all segments of the union against Yale during the strike was only a temporary aberration from a situation of irreconcilable conflict. The usual balance of forces is better demonstrated by the settlement than by the strike. It is clear that the interests of the majority of employees were ignored during the negotiations, and the union leadership has often betrayed its rank and file as it did in this settlement. Because of this outright conflict of interests within the union movement, student support will be crucial in future attempts to improve employee conditions on Yale campus.

The settlement also shows the truth about Yale rhetoric. It shows how such institutions as Yale cannot relinquish any part of their economic advantage. It shows how the corporation system of which Yale is a part, perpetuates poverty.

Kingman Brewster's support for the Black community is the mask; the new contract for its employees reveals the true face of Yale.

Q: Where do you think the B.S.U. will go from here?

A: One of the goals that we had in the B.S.U. was to continue throughout the year and in the coming years. We had hoped to set up a scholarship fund that could be given to a deserving Black student, whether he was good in sports, or academically, or in something else. It could help him to further his education. But now, people have been arrested; many people still have court cases pending and they've gotten all wound up with themselves, and I can understand that, you know. And now, also, 23 people, many of them in the B.S.U. have been arrested for conspiracy to commit arson, and nobody really has time to think about where we should go from here in planning.

Also a lot of B.S.U. people are graduating--they just barely squeezed by--so they will be going on to other things, and they have to worry about what they will do now as individuals. So it's really hard to say where we are going as a group. I hope that we can continue.

Postscript:

Throughout this interview one thing was clear: in spite of great personal sacrifice and in the face of tremendous odds, students at Hillhouse are now able to see some positive results of their efforts. There will be an Afro-American history course next year. There is a new principal who has the students' trust. But the events at Hillhouse are not finished and complete. Rather, they are a beginning. For the authorities there has been a shift from subtle to overt repression. For the Black students the year has brought a more open struggle, add a clearer picture of the forces with which they must come to grips in order to change their position within the school and the society.

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